

MOTION BY SUPERVISOR GLORIA MOLINA

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The Los Angeles Times conducted an investigation of hiring processes in the Los Angeles County Fire Department and its findings were disturbing. An analysis of payroll, pension, birth and marriage and other records revealed:

- At least 183 sons of current or former firefighters have served on the force since the start of 2012.
- 13% of the department ranks are related to someone now or previously related.
- Sons represent nearly 7% of the County's 2,750 firefighters.
- At least 5 battalion chiefs' sons are in the Department.
- Fathers of the 6 sons in last June's academy class held the rank of captain or higher.
- Interview questions were exchanged to prepare applicants.

These findings illustrate a pattern of discrimination in the hiring practices in the Los Angeles County Fire Department. Leadership and a culture of nepotism have tainted the Department's image; confidential exam questions are circulated among applicants, and paperwork filed for these open positions are processed less than a

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Molina _____

Ridley-Thomas _____

Yaroslavsky _____

Antonovich _____

Knabe _____

minute after becoming public. Hiring processes must not be controlled by privilege and preference. The recruitment process and policies must attract all high-quality eligible applicants from a wide variety of backgrounds, including women and ethnic minorities. The process must be conducted without bias.

Additionally, the Fire Department has failed to recruit and support female applicants and female firefighters. Only 38 women (1.4%) of the force is female.

I, THEREFORE, move that the Board of Supervisors direct the Department of Human Resources to immediately take responsibility for the Fire Department's hiring and recruitment process. The transfer of these duties should include any budgetary adjustments from the Fire Department to Human Resources.

LO/MG/ld